



**AUTHORIZED
FEDERAL SUPPLY SCHEDULE PRICELIST
Professional Services Schedule (PSS)**

KNOWESIS, INC.

Program Participation	Service Disabled Veteran-Owned, SBA 8(a) Small Disadvantageous Business SBA 8(m)/8(e) Economically Disadvantaged Woman-owned
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Contract Number: **GS-10F-0165W (Modification P0-0021)**

Contract Period : **April 19, 2016 through April 18, 2020 (with options)**

Products and ordering information in this Authorized FSS Professional Services Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsaadvantage.gov>)

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INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals. For orders exceeding the micro purchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage™ online shopping service (www.gsaadvantage.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Acquisition Service Home Page (www.fss.gsa.gov) contain information on a broad array of products and services offered by small business concerns. This information should be used to assist ordering activities in meeting or exceeding established small business goals. It should also be used to assist in including small, small disadvantaged, and women-owned small businesses when selecting pricelists for a best value determination. For orders exceeding the micro purchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

Awarded Special Item Numbers (SIN)'s:

- SIN 520-21 Program Management Services**
- SIN 541-1 Advertising Services**
- SIN 541-2 Public Relations Services**
- SIN 541-3 Web Based Marketing Services**
- SIN 541-4A Market Research and Analysis**
- SIN 541-4B Video/Film Production**
- SIN 541-4D Conference, Events and Tradeshow Planning Services**
- SIN 541-4F Commercial Art and Graphic Design Services**
- SIN 541-5 Integrated Marketing Services**
- SIN 871-1 Strategic Planning for Technology Programs/Activities**
- SIN 871-2 Concept Development and Requirements Analysis**
- SIN 871-6 Acquisition and Life Cycle Management**
- SIN 874-1 Integrated Consulting Services Acquisition Management Support**
- SIN 874-4 Training Services: Instructor Led Training, Web Based Training & Education Courses, Course Development & Test Administration, Learning Management, Internships**
- SIN 874-6 Acquisition Management Support**
- SIN 874-7 Integrated Business Program Support Services**
- SIN C132-51 Information Technology Professional Services**
- SIN C595-21 Human Resource Services (Excluding EEO Services)**

- a. *The labor categories (LCATs) within each SIN are titled identically but have SIN-specific definitions.
- b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.
- c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employee or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.

Maximum Orders:

\$1,000,000.00

Minimum Orders:

\$100.00

Geographic Coverage (Delivery Area):

Domestic only

Point(s) of production (city, county, and state or foreign country):

Same as company address.

Discount from list prices or statement of net price:

List at the end of the pricelist.

Quantity discounts:

The following quantity discounts are offered:

Tier	Task Order Amount	Additional Discount
1	\$ 0 - \$4,999,999	0.5%
2	\$ 5,000,000 - \$9,999,999	1.00%
3	\$ 10,000,000 and above	1.50%

Prompt payment terms: Net 30 days

Notifications:

- a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold:
Yes

- b. Notification whether Government purchase cards are accepted or not accepted about the micro-purchase threshold: Will accept over \$3,000

Foreign items (list items by country of origin): None

Delivery:

- a. Time of Delivery: Specified on the Task Order
- b. Expedited Delivery: The contractor will insert the sentence "Items available for expedited delivery are noted in this price list" under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor.
- c. Overnight and 2-day deliver. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor.
- d. Urgent Requirements. The Contractor will not have in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Contact Contractor.

F.O.B Points: Destination Ordering:

- a. Ordering Address(es): Same as company address.
- b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

Payment address(es): Same as company address.

Warranty provision: Contractor's standard commercial warranty

Export packing charges (if applicable): N/A

Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchased level): Contact Contractor

Terms and conditions of rental, maintenance, and repair (if applicable): N/A

Terms and conditions of installation (if applicable): N/A

Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

- a. Terms and conditions for any other services (if applicable): N/A

List of service and distribution points (if applicable): N/A

List of participating dealers (if applicable): N/A

Preventative maintenance (if applicable): N/A

Special/Environmental attributes:

- a. Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A
- b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

Data Universal Numbering Systems (DUNS) number: 807821579

Notification regarding registration in System Award Management (SAM) database:

Registered.

Service Contract Act:

The Service Contract Act (SCA) is applicable to this contract and as it applies to the entire 00CORP The Professional Services Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the Contractor adds SCA labor categories/employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and applicable wage determination (WD) number. Failure to do so may result in cancellation of the contract.

Table 1: Knowsis GSA PSS Labor Category Rates and Descriptions

Special Item Numbers (SINs)	Labor Categories per SIN*	Minimum Education/ Certification Level	Minimum Years of Experience	Government Site Hourly Rate (Thru 4/19/2017)	Contractor Site Hourly Rate (Thru 4/19/2017)	Government Site Hourly Rate (4/20/2017 - Present)	Contractor Site Hourly Rate (4/20/2017 - present)
SIN 520-21 Program Management Services	Functional Analyst 2	Bachelor's	5	\$63.38	\$67.82	\$64.65	\$69.18
SIN 541-1 Advertising Services	Functional Analyst 3	Bachelor's	7	\$75.08	\$80.34	\$76.58	\$81.94
SIN 541-2 Public Relations Services	Functional Analyst 5	Bachelor's	13	\$99.46	\$106.42	\$101.45	\$108.55
SIN 541-3 Web Based Marketing Services	Management Consultant 1	High School	1	\$53.75	\$57.52	\$54.83	\$58.67
SIN 541-4A Market Research and Analysis	Management Consultant 3	Bachelor's	3	\$104.57	\$111.89	\$106.67	\$114.13
SIN 541-4B Video/Film Production	Management Consultant 5	Bachelor's	7	\$122.17	\$130.72	\$124.61	\$133.33
SIN 541-4D Conference, Events and Tradeshow Planning Services	Subject Matter Expert 2	Bachelor's	9	\$143.67	\$153.72	\$146.54	\$156.80
SIN 541-4F Commercial Art and Graphic Design Services							
SIN 541-5 Integrated Marketing Services							
SIN 871-1 Strategic Planning for Technology Programs/Activities							
SIN 871-2 Concept Development and Requirements Analysis							
SIN 871-6 Acquisition and Life Cycle Management							
SIN 874-1 Integrated Consulting Services							
Acquisition Management Support							
SIN 874-4 Training Services: Instructor Led Training, Web Based Training & Education Courses, Course Development & Test Administration, Learning Management, Internships							
SIN 874-6 Acquisition Management Support							
SIN 874-7 Integrated Business Program Support Services							
SIN C132-51 Information Technology Professional Services							
SIN C595-21 Human Resource Services (Excluding EEO Services)							

*The labor categories (LCATs) within each SIN are titled identically but have SIN-specific definitions.

INFORMATION TECHNOLOGY PROFESSIONAL SERVICES (SIN 132-51) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions,

recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 2: Information Technology Professional Services (SIN 132-51) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelors	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelors + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

PROGRAM MANAGEMENT SERVICES – FINANCIAL (SIN 520-21) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions,

recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 3: Program Management Services – Financial (SIN 520-21) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	s +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

ADVERTISING SERVICES (SIN 541-1) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: promoting public awareness of an agency's mission and initiatives, enabling public understanding of complex technical and social issues, disseminating information to industry and consumer advocacy groups, engaging in recruitment campaigns, advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, and related activities. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: promoting public awareness of an agency's mission and initiatives, enabling public understanding of complex technical and social issues, disseminating information to industry and consumer advocacy groups, engaging in recruitment campaigns, advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, and related activities. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: promoting public awareness of an agency's mission and initiatives, enabling public understanding of complex technical and social issues, disseminating information to industry and consumer advocacy groups, engaging in recruitment campaigns, advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, and related activities to advertising services.

Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: promoting public awareness of an agency's mission and initiatives, enabling public understanding of complex technical and social issues, disseminating information to industry and consumer advocacy groups, engaging in recruitment campaigns, advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, and related activities. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: promoting public awareness of an agency's mission and initiatives, enabling public understanding of complex technical and social issues, disseminating information to industry and consumer advocacy groups, engaging in recruitment campaigns, advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, and related activities. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: promoting public awareness of an agency's mission and initiatives, enabling public understanding of complex technical and social issues, disseminating information to industry and consumer advocacy groups, engaging in recruitment campaigns, advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, and related activities. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: promoting public awareness of an agency's mission and initiatives, enabling public understanding of complex technical and social issues, disseminating information to industry and consumer advocacy groups, engaging in recruitment campaigns, advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, and related activities. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 4: Advertising Services (SIN 541-1) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

PUBLIC RELATIONS SERVICES (SIN 541-2) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: providing customized media and public relations services, preparation of media materials, including background materials, press releases, speeches and presentations, and press kits; and executing media programs such as press conferences, distribution of press materials, and scheduling broadcast and print interviews. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: providing customized media and public relations services, preparation of media materials, including background materials, press releases, speeches and presentations, and press kits; and executing media programs such as press conferences, distribution of press materials, and scheduling broadcast and print interviews. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: providing customized media and public relations services, preparation of media materials, including background materials, press releases, speeches and presentations, and press kits; and executing media programs such as press conferences, distribution of press materials, and scheduling broadcast and print interviews. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: providing customized media and public relations services, preparation of media materials, including background materials, press releases, speeches and presentations, and press kits; and executing media programs such as press conferences, distribution of press materials, and scheduling broadcast and print interviews. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: providing customized media and public relations services, preparation of media materials, including background materials, press releases, speeches and presentations, and press kits; and executing media programs such as press conferences, distribution of press materials, and scheduling broadcast and print interviews. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: providing customized media and public relations services, preparation of media materials, including background materials, press releases, speeches and presentations, and press kits; and executing media programs such as press conferences, distribution of press materials, and scheduling broadcast and print interviews. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: providing customized media and public relations services, preparation of media materials, including background materials, press releases, speeches and presentations, and press kits; and executing media programs such as press conferences, distribution of press materials, and scheduling broadcast and print interviews. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 5: Public Relations Services (SIN 541-2) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

WEB BASED MARKETING SERVICES (SIN 541-3) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: Development of strategies for an agency to provide the maximum use of their Internet capabilities. Services include, but are not limited to the following components: website design and maintenance services, search engine development, e-mail marketing, interactive marketing, web based advertising (including social media outlets), web based training, web casting, video conferencing via the web, section 508 compliance, including captioning services, on-line media management; and related activities. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: Development of strategies for an agency to provide the maximum use of their Internet capabilities. Services include, but are not limited to the following components: website design and maintenance services, search engine development, e-mail marketing, interactive marketing, web based advertising (including social media outlets), web based training, web casting, video conferencing via the web, section 508 compliance, including captioning services, on-line media management; and related activities. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: Development of strategies for an agency to provide the maximum use of their Internet capabilities. Services include, but are not limited to the following components: website design and maintenance services, search engine development, e-mail marketing, interactive marketing, web based advertising (including social media outlets), web based training, web casting, video conferencing via the web, section 508 compliance, including captioning services, on-line media management; and related activities. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: Development of strategies for an agency to provide the maximum use of their Internet capabilities. Services include, but are not limited to the following components: website design and maintenance services, search engine development, e-mail marketing, interactive marketing, web based advertising (including social media outlets), web based training, web casting, video conferencing via the web, section 508 compliance, including captioning services, on-line media management; and related activities. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: Development of strategies for an agency to provide the maximum use of their Internet capabilities. Services include, but are not limited to the following components: website design and maintenance services, search engine development, e-mail marketing, interactive marketing, web based advertising (including social media outlets), web based training, web casting, video conferencing via the web, section 508 compliance, including captioning services, on-line media management; and related activities. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: Development of strategies for an agency to provide the maximum use of their Internet capabilities. Services include, but are not limited to the following components: website design and maintenance services, search engine development, e-mail marketing, interactive marketing, web based advertising (including social media outlets), web based training, web casting, video conferencing via the web, section 508 compliance, including captioning services, on-line media management; and related activities. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: Development of strategies for an agency to provide the maximum use of their Internet capabilities. Services include, but are not limited to the following components: website design and maintenance services, search engine development, e-mail marketing, interactive marketing, web based advertising (including social media outlets), web based training, web casting, video conferencing via the web, section 508 compliance, including captioning services, on-line media management; and related activities. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 6: Web Based Marketing Services (SIN 541-3) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

MARKET RESEARCH AND ANALYSIS - (SIN 541-4A) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects:

resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 7: Market Research and Analysis Services (SIN 541-4A) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

VIDEO/FILM PRODUCTION (SIN 541-4B) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: writing, directing, editing, and filming. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: writing, directing, editing, and filming.

Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: writing, directing, editing, and filming. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: writing, directing, editing, and filming. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: writing, directing, editing, and filming. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: writing, directing, editing, and filming. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: writing, directing, editing, and filming. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-

units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 8: Video/Film Production (SIN 541-4B) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

CONFERENCE, EVENTS AND TRADESHOW PLANNING SERVICES (SIN 541-4D) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with attendees including pre/post meeting mailings/travel support and computer database creation. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with attendees including pre/post meeting mailings/travel support and computer database creation. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with attendees including pre/post meeting mailings/travel support and computer database creation. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with

attendees including pre/post meeting mailings/travel support and computer database creation. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with attendees including pre/post meeting mailings/travel support and computer database creation. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with attendees including pre/post meeting mailings/travel support and computer database creation. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: project management, coordination and implementation of third party participation, collection management of third party payment for participation, liaison support with venue, audiovisual and information technology support, topic and speaker identification, site location research, reservation of facilities, on-site meeting and registration support, editorial services, automation and telecommunications support, design and editing productions; and mailing and other communication with attendees including pre/post meeting mailings/travel support and computer database creation. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of

relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 9: Conference, Events And Tradeshow Planning Services (SIN 541-4D) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

COMMERCIAL ART AND GRAPHIC DESIGN SERVICES (SIN 541-4F) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: commercial art, graphic design, and special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing materials may also be required. Services include, but are not limited to the following components: developing conceptual design and layouts, providing copywriting and technical writing services, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork). Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: commercial art, graphic design, and special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing materials may also be required. Services include, but are not limited to the following components: developing conceptual design and layouts, providing copywriting and technical writing services, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork). Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: commercial art, graphic design, and special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing materials may also be required. Services include, but are not limited to the following components: developing conceptual design and layouts, providing copywriting and technical writing services, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork). Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: commercial art, graphic design, and special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing materials may also be required. Services include, but are not limited to the following components: developing conceptual design and layouts, providing copywriting and technical writing services, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork). Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: commercial art, graphic design, and special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing materials may also be required. Services include, but are not limited to the following components: developing conceptual design and layouts, providing copywriting and technical writing services, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork). Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: commercial art, graphic design, and special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing materials may also be required. Services include, but are not limited to the following components: developing conceptual design and layouts, providing copywriting and technical writing services, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork). Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: commercial art, graphic design, and special effects services that educate the consumer market about product(s) and/or service(s); updating, rewriting, and/or editing materials may also be required. Services include, but are not limited to the following components: developing conceptual design and layouts, providing copywriting and technical writing services, creating sketches, drawings, publication designs, and typographic layouts; and furnishing custom or stock artwork (including electronic artwork). Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 10: Commercial Art And Graphic Design Services (SIN 541-4F) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

INTEGRATED MARKETING SERVICES (SIN 541-5) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: creation of comprehensive solutions using strategically targeted marketing plans that include full service execution of media planning and creative multimedia campaigns. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: creation of comprehensive solutions using strategically targeted marketing plans that include full service execution of media planning and creative multimedia campaigns. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: creation of comprehensive solutions using strategically targeted marketing plans that include full service execution of media planning and creative multimedia campaigns. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: creation of comprehensive solutions using strategically targeted marketing plans that include full service execution of media planning and creative multimedia campaigns. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: creation of comprehensive solutions using strategically targeted marketing plans that include full service execution of media planning and creative multimedia campaigns. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: creation of comprehensive solutions using strategically targeted marketing plans that include full service execution of media planning and creative multimedia campaigns. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: creation of comprehensive solutions using strategically targeted marketing plans that include full service execution of media planning and creative multimedia campaigns. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 11: Integrated Marketing Services (SIN 541-5) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

HUMAN RESOURCE SERVICES (SIN 595-21) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: providing support in the functions of planning, recruitment and internal placement, position classification, personnel actions, training, employee relations, outplacement, function review/integration services and worker's compensation. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: providing support in the functions of planning, recruitment and internal placement, position classification, personnel actions, training, employee relations, outplacement, function review/integration services and worker's compensation. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: providing support in the functions of planning, recruitment and internal placement, position classification, personnel actions, training, employee relations, outplacement, function review/integration services and worker's compensation. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: providing support in the functions of planning, recruitment and internal placement, position classification, personnel actions, training, employee relations, outplacement, function review/integration services and worker's compensation. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: providing support in the functions of planning, recruitment and internal placement, position classification, personnel actions, training, employee relations, outplacement, function review/integration services and worker's compensation. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: providing support in the functions of planning, recruitment and internal placement, position classification,

personnel actions, training, employee relations, outplacement, function review/integration services and worker's compensation. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: providing support in the functions of planning, recruitment and internal placement, position classification, personnel actions, training, employee relations, outplacement, function review/integration services and worker's compensation. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table :12 - Human Resource Services (SIN 595-21) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES (SIN 871-1) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: definition and interpretation of high level organizational engineering performance requirements such as projects, systems,

missions, etc., and the objectives and approaches to their achievement, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 3: Strategic Planning For Technology Programs/Activities (SIN 871-1) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license

Degree	Experience Equivalence	Other Equivalence
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS (SIN 871-2) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory

compliance support, technology/system conceptual designs, training, and consulting. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 4: Concept Development And Requirements Analysis (SIN 871-2) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

ACQUISITION AND LIFE CYCLE MANAGEMENT (SIN 871-6) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc., operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc., operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc., operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc., operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc., operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc., operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc., operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 15: Acquisition And Life Cycle Management (SIN 871-6) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

INTEGRATED CONSULTING SERVICES (SIN 874-1) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, expert witness services, facilitation and decision support services, survey services using a variety of methodologies including planning, design and development, administration, data validation and analysis, reporting and stakeholder briefings, and advisory and assistance services in accordance with FAR 37.203. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, expert witness services, facilitation and decision support services, survey services using a variety of methodologies including planning, design and development, administration, data validation and analysis, reporting and stakeholder briefings, and advisory and assistance services in accordance with FAR 37.203. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, expert witness services, facilitation and decision support services, survey services using a variety of methodologies including planning, design and development, administration, data validation and analysis, reporting and stakeholder briefings, and advisory and assistance services in accordance with FAR 37.203. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, expert witness services, facilitation and decision support services, survey services using a variety of methodologies including planning, design and development, administration, data validation and analysis, reporting and stakeholder briefings, and advisory and assistance services in accordance with FAR 37.203. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: management or strategy

consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, expert witness services, facilitation and decision support services, survey services using a variety of methodologies including planning, design and development, administration, data validation and analysis, reporting and stakeholder briefings, and advisory and assistance services in accordance with FAR 37.203. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, expert witness services, facilitation and decision support services, survey services using a variety of methodologies including planning, design and development, administration, data validation and analysis, reporting and stakeholder briefings, and advisory and assistance services in accordance with FAR 37.203. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, expert witness services, facilitation and decision support services, survey services using a variety of methodologies including planning, design and development, administration, data validation and analysis, reporting and stakeholder briefings, and advisory and assistance services in accordance with FAR 37.203. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 165: Integrated Consulting Services (SIN 874-1) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

TRAINING SERVICES: INSTRUCTOR LED TRAINING, WEB BASED TRAINING AND EDUCATION COURSES, COURSE DEVELOPMENT AND TEST ADMINISTRATION, LEARNING MANAGEMENT, INTERNSHIPS (SIN 874-4) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or

conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 6: Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships (SIN 874-4) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

ACQUISITION MANAGEMENT SUPPORT (SIN 874-6) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: acquisition planning assistance, including market research and recommending procurement strategy; acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.; expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis; contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies; contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: acquisition planning assistance, including market research and recommending procurement strategy; acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.; expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis; contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies; contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: acquisition planning assistance, including market research and recommending procurement strategy; acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.; expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis; contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies; contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or

more of the following subjects: acquisition planning assistance, including market research and recommending procurement strategy: acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.: expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis: contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies: contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: acquisition planning assistance, including market research and recommending procurement strategy: acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.: expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis: contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies: contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: acquisition planning assistance, including market research and recommending procurement strategy: acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.: expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis: contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies: contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: acquisition planning assistance, including market research and recommending procurement strategy: acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.: expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis: contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and

investigating reports of contract discrepancies: contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 78: Acquisition Management Support (SIN 874-6) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.

INTEGRATED BUSINESS PROGRAM SUPPORT SERVICES (SIN 874-7) LABOR CATEGORIES

Contractor will accept Labor Hours (LH) and Firm Fixed Price (FFP).

FUNCTIONAL ANALYST 2 (Bachelor's degree / 5 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: program or project management, from planning to closeout. Works closely with senior staff or Project Managers, as necessary.

FUNCTIONAL ANALYST 3 (Bachelor's degree / 7 years' experience)

Possesses demonstrated knowledge and conducts activities in support of the project team's objectives in one or more of the following subjects: program or project management, from planning to closeout. Works closely with senior staff or Project Managers and directs the activities of junior staff, as necessary.

FUNCTIONAL ANALYST 5 (Bachelor's degree / 13 years' experience)

Possesses extensive demonstrated knowledge, experience, and managerial/supervisory skills, conducts activities, and provides leadership and vision to client and/or project teams in support of the project team's objectives in one or more of the following subjects: program or project management, from planning to closeout. Works closely with senior staff or Project Managers, resolves complex problems, and directs the activities of junior staff, as necessary.

MANAGEMENT CONSULTANT 1 (High School degree / 1 year experience)

Possesses some knowledge, experience, and capabilities to conduct activities or support team members in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: program or project management, from planning to closeout. Works at direction of senior staff and Project Managers.

MANAGEMENT CONSULTANT 3 (Bachelor's degree / 3 years' experience)

Possesses demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: program or project management, from planning to closeout. Works closely with junior staff and Project Managers.

MANAGEMENT CONSULTANT 5 (Bachelor's degree / 7 years' experience)

Possesses extensive demonstrated knowledge and experience in the development of solutions, recommendations, or outcomes for multiple tasks within a project in one or more of the following subjects: program or project management, from planning to closeout. Defines project objectives and strategic direction, provides leadership and vision to client and project teams, and serves as a key facilitator to achieve objectives of complex efforts. Directs the activities of junior staff as necessary.

SUBJECT MATTER EXPERT 2 (Bachelor's degree / 9 years' experience)

Expert with extensive knowledge and experience in multiple of the following domain areas: program or project management, from planning to closeout. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions in a few functional areas or domains. Responsible for providing broad objectives to program/project manager or senior client leadership to

influence objectives of complex efforts. Primarily utilized for specific expertise in the creation of comprehensive methods for describing current and/or future structure and behavior of processes, systems, personnel, and organizational sub-units so that they align with the core goals and strategic direction.

Experience & Degree Substitution/Equivalences

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category. Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Table 19: Integrated Business Program Support Services (SIN 874-7) Requirements

Degree	Experience Equivalence	Other Equivalence
Bachelor's	Associate degree +2 years' relevant experience, or 4 years' relevant experience	Professional certification
Master's	Bachelor's +2 years' relevant experience, or Associated + 4 years' relevant experience	Professional license
Doctorate	Master's + 2 years' relevant experience, Bachelor's + 4 years' relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as one year of experience for each year of college completed.